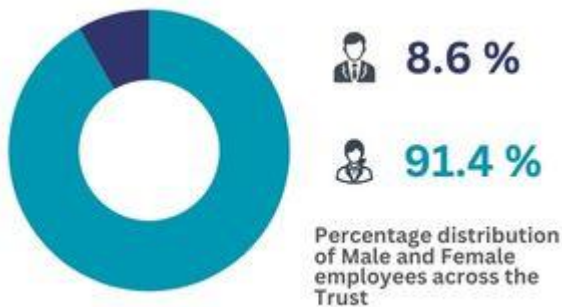


Gender Pay Gap Reporting 2025

In accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, The Rainbow Multi Academy Trust is required to publish the following gender pay gap report.

Snapshot Date 31 March 2025
Total Employees 514 (470 Female 91.4%, 44 Male 8.6%)



To report on our gender pay gap, calculations which show the difference between the average earnings of men and women in our organisation are carried out.

The results are shown below.

Mean Gender Pay Gap-

This calculation shows the difference between the mean hourly rate of pay that male and female full pay relevant employees receive: **29.51%**

The Median Gender Pay Gap-

This calculation shows the difference between the median hourly rate of pay that male and female full pay relevant employees receive: **26.04%**

The Mean Bonus Gender Pay Gap-

The difference between the mean bonus pay that male and female full-pay relevant employees receive: **0%**

The Median Bonus Gender Pay Gap-

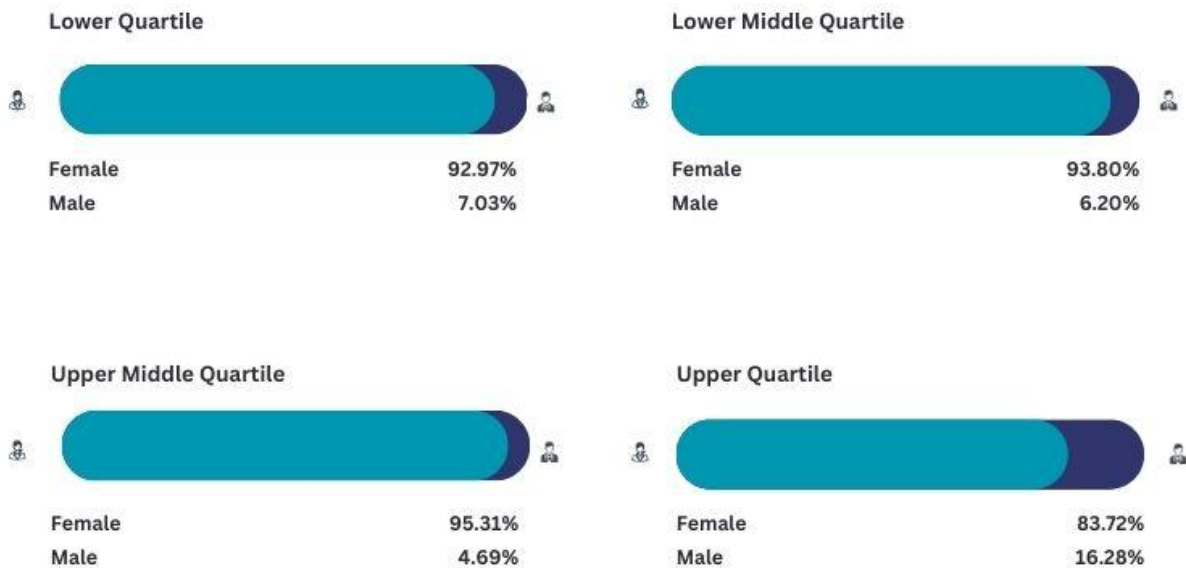
The difference between the median bonus pay that male and female full-pay relevant employees receive: **0%**

The proportion of males and females receiving a bonus payment-

The proportion of bonus to males is **0%**

The proportion of bonus to females is **0%**

Total proportion of males and females in each quartile pay band.



Narrative

Introduction

The Rainbow Multi Academy Trust is committed to fostering an inclusive workplace where equality is embedded in the Trust’s decision making and employment practices. Our aim is to create an environment where every colleague has the opportunity to excel, supported by ethical and transparent practices that challenge gender bias and empower individuals to grow and succeed.

Recruitment and Fair Access

As an equal opportunities employer, we actively challenge gender bias in the primary education sector. Our recruitment processes are transparent and designed to ensure every role is accessible to all applicants. Job adverts use gender-neutral language, and selection practices focus on skills, values and potential, supporting a diverse and balanced workforce.

We recognise that women make up the majority of our workforce, particularly in part-time and flexible roles. Our recruitment approach is therefore designed to remove barriers to entry and promote equal access to all career levels. However, we recognise that recruitment practice alone cannot fully address the gender pay gap, which reflects the typical distribution of roles and working patterns across the education sector. Over time, attracting a more gender-diverse range of applicants into support roles can help to rebalance this pattern and contribute to narrowing the Trust’s gender pay gap.

Professional Development, Progression and Appraisal

Professional development and progression are supported through the Trust’s professional growth and appraisal arrangements for staff. These arrangements are designed to promote equality of opportunity, support continuous development, and take account of differing roles, responsibilities and working patterns across the Trust.

Across the workforce, development is intended to be supportive and forward-looking, helping colleagues to reflect on their role, identify strengths, and access appropriate opportunities to develop their skills and experience. This approach supports progression over time and helps build confidence and leadership capacity among staff.



Progression and development arrangements are applied consistently and transparently, with objective-setting and review processes designed to reflect the wide range of roles within the Trust. Particular care is taken to ensure that part-time staff are not disadvantaged by systems reliant on fixed targets or inflexible measures.

New starters and colleagues working part-time are supported through tailored arrangements within the relevant professional growth or appraisal processes. Objectives and development opportunities are adapted to individual working patterns, with an emphasis on early support and access to development. This helps remove potential disadvantages associated with reduced hours and supports longer-term progression across the Trust.

Flexible Working and Family-Friendly Support

Our workforce includes a large proportion of women, many of whom work part-time or require flexible arrangements due to caring responsibilities. The Trust offers a wide range of family-friendly policies, including flexible working, shared parental leave and policies which actively encourage take-up by men, helping all employees balance work and family life.

These measures support women in remaining and progressing within the workforce following maternity or adoption leave, while enabling men to take on caring responsibilities and helping to reduce gendered expectations around childcare.

Workforce Structure and Gender Representation

Gender pay gap reporting compares average pay across the organisation as a whole and does not compare pay for individuals undertaking the same roles or work of equal value.

The Trust's workforce is predominantly female, which is consistent with national trends in the primary education sector. A significant number of roles within our schools are part-time or term-time, which can affect average salaries when comparing women and men. While this contributes to the overall gender pay gap, it reflects the structure of our workforce rather than the way pay is determined for individual roles.

Summary

The Trust remains committed to reducing the gender pay gap through transparent processes and a culture that supports all colleagues to grow and thrive. This commitment is reflected in the following gender pay gap action plan focused on recruitment, development, flexible working and workforce planning.

Through these actions, the Trust aims to address the factors that contribute to the gender pay gap in a measured and sustainable way, while continuing to monitor its data and prepare for future statutory requirements.

Samantha Hassett

HR Manager

20 February 2026



Action Plan 2026-2027

This action plan sets out the steps the Trust intends to take during the 2026–27 year to address the factors contributing to its gender pay gap. It will be reviewed annually as part of the gender pay gap reporting cycle.

Priority area: Recruitment, Attraction & Role Design		
Objective	Actions	Success Indicators
Increase gender balance across role types and broaden gender representation across the structure of the workforce	<ul style="list-style-type: none"> Audit recruitment data for gender distribution at each stage Promote flexible working options in all job adverts 	<ul style="list-style-type: none"> Increased gender diversity in all quartiles A wider range of people applying for roles across the Trust
Priority area: Professional Growth, Progression & Leadership Pathways		
Objective	Actions	Success Indicators
Ensure equitable access to development and progression	<ul style="list-style-type: none"> Adjust professional growth plans for part-time colleagues Review promotion and development data annually 	<ul style="list-style-type: none"> Higher progression rates for part-time staff Increased uptake of development programmes by part-time staff Median gap reduction over 3 years
Priority area: Support for Part-Time Staff & Returners		
Objective	Actions	Success Indicators
Remove structural disadvantages linked to part-time work	<ul style="list-style-type: none"> Strengthen maternity/adoption/long-term leave returner support Promote shared parental leave to increase male uptake 	<ul style="list-style-type: none"> Increased progression for part-time staff More men taking family leave
Priority area: Flexible Working & Family-Friendly Culture		
Objective	Actions	Success Indicators
Improve retention and progression of women	<ul style="list-style-type: none"> Promote flexible working Trust-wide Prepare for new menopause support requirements 	<ul style="list-style-type: none"> Improved staff satisfaction Better retention of women in mid-career
Priority area: Workforce Planning & Role Distribution		
Objective	Actions	Success Indicators
Address structural imbalances that drive the GPG	<ul style="list-style-type: none"> Analyse workforce distribution annually Create progression pathways for support staff Benchmark against other MATs publishing 2024–25 GPG 	<ul style="list-style-type: none"> Increased gender diversity in all quartiles More progression routes for lower-paid roles
Priority area: Governance, Compliance & Future Legal Requirements		
Objective	Actions	Success Indicators
Ensure statutory compliance and	<ul style="list-style-type: none"> Publish reports on Trust website and GOV.UK for 3 	<ul style="list-style-type: none"> Full compliance before deadlines



<p>prepare for future mandates</p>	<p>years</p> <ul style="list-style-type: none">• Begin preparing 2027 mandatory Gender Equality & Menopause Action Plans (linked, but created separately)	<ul style="list-style-type: none">• Readiness for 2027 legal changes
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